

GA HRR 530 – Pay Rates and Systems Supplement

Highest Previous Rate Rule – (HPR)

1.1 - Purpose.

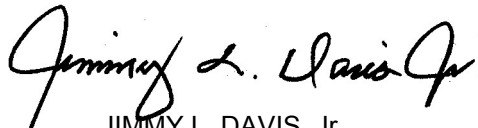
This Georgia National Guard Human Resource Regulation implements and supplements, as necessary, those provisions of the Office of Personnel Management, Department of Defense, National Guard Bureau, Title 5 Code of Federal Regulations (CFR) Parts 531 & 532, Title 5 United States Code Chapter 53 and Title 32 United States Code Section 709, law and policy governing pay administration.

1.2 - Provisions.

- a. The term “highest previous rate” or HPR, as defined in 5 CFR, refers to the highest schedule basic rate of pay earned as a federal employee. Previously employed Federal Technicians who are re-employed, transferred, promoted, reassigned, demoted or changed in their type of appointment **MAY BE**, at the option of the employer, considered for placement on the pay scale at any rate, which is applicable to the position that does not exceed their highest previous rate. If the highest previous rate falls between two steps of the new grade, they may be considered for the higher step. The rate of pay cannot exceed the maximum step for the grade of the new position. The highest previous rate is based on a regular tour of duty at any rate of basic pay received by an individual while serving under an appointment not limited to 90 days or less, or for a continuous period of not less than 90 days under one or more appointments without a break in service.
- b. The Georgia National Guard Highest Previous Rate Rule **WILL NOT BE** applicable to the following:
 - (1) A rate received in a position to which the technician was temporarily initially employed for less than one year or temporarily promoted for less than one year except upon permanent placement in said position or permanent placement in a position at the same or higher grade.
 - (2) A special rate (General Schedule Only), unless in a reassignment to another position within the Georgia National Guard; otherwise pay will be set using the basic general schedule.
 - (3) Change to Lower grade for cause based on character, conduct, inefficiency or failure to meet a requirement of the position. Pay will be set at a rate in the lower grade where, on later initial promotion, the technician’s pay will not be higher than it would have been without the change to lower grade.
 - (4) Breaks in service in excess of five years, pay will be set at step one of the applicable grade.
 - (5) Voluntary requests for change to lower grade in response to a vacancy announcement with known promotion potential. Salary will be set at a rate in the lower grade where, on later initial promotion, the technician’s pay will not be higher than it would have been without the voluntary change to lower grade.

- c. In establishing the appropriate rate of pay, some of the factors that may be considered by the HRO and discussed with the supervisor, employee and other concerned individuals are as follows:
 - (1) Criticality of need,
 - (2) Time away from the applicable career field,
 - (3) Workforce equity, and
 - (4) Impact on the morale of other employees.
- d. The Human Resources Officer, in consultation with the Staffing Section of HRO will make all HPR final determinations.
- e. This regulation supersedes SPMR 550-1, dated 1 May 1987.

FOR THE ADJUTANT GENERAL:



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